



## **AMERICAN ACADEMY OF ARTS AND SCIENCES BEGINS SEARCH FOR NEW PRESIDENT AND CEO; ADDRESSES ISSUES ON LEADERSHIP AND GOVERNANCE TO MEMBERS**

### **Leslie C. Berlowitz Resigns**

July 25, 2013 – Cambridge, Mass. – In a letter to its members today, The American Academy of Arts and Sciences announced the search for a new President and CEO, and the resignation of Leslie C. Berlowitz, effective Wednesday, July 31. The Academy also informs its members on issues related to leadership and governance.

The letter that was sent to American Academy of Arts and Sciences members follows:

Dear Member,

I write on behalf of the Academy's Executive Board, to inform you about three actions we have taken regarding our leadership and governance.

First, the Board has decided to begin a search for a new President and CEO, and we have entered into an agreement with Leslie Berlowitz regarding her resignation from the American Academy following 17 years of service.

Under the circumstances, we believe it is important to provide the membership the information related to the agreement. As you know, Ms. Berlowitz presently is on paid administrative leave. Pursuant to this agreement, she will resign effective July 31, 2013. She will receive her salary through that date, plus a one-time payment of \$475,000, and supplemental health insurance for 5 years at a cost not to exceed \$3,500 per year. The payment represents vested retirement benefits to which Ms. Berlowitz is contractually entitled, and a resolution of claims pertaining to unused vacation time and other deferred compensation. The agreement does not call for any severance payment.

The agreement has been reviewed by independent legal counsel, and the Board has determined that this agreement is in the Academy's best interest.

Over the coming weeks, we will communicate with the membership regarding the separate task of identifying a new President and CEO. We anticipate this will take some months. Meanwhile the Academy staff are well qualified to carry on all our work.

Second, over the last three years the Academy has been in the process of transitioning to the new organizational bylaws adopted by the membership in 2009. The Nominating and Governance Committee of the Academy, chaired by Emilio Bizzi, has been charged with implementing the new bylaws and identifying candidates for governance positions.

My term as Chair of the Board ends in October. In accordance with our present bylaws, the following steps are now being taken. Our Nominating and Governance Committee has nominated Dr. Don M. Randel to be Chair of the Board for a three-year term beginning October 2013. Dr. Randel is the former President of the University of Chicago and the former President of The Andrew W. Mellon Foundation. We plan to send out an election ballot early next week to the membership.

Once his election is completed, the Committee will work with Dr. Randel and me to manage the process of electing a full slate of officers and directors, as well as candidates to fill vacant positions on the Academy's Council. These elections aim to complete the leadership transition under the new bylaws. We expect the ballots for these positions will go out to the membership in a few weeks.

Finally, the Board also has appointed a Special Committee of independent Academy members to examine the process by which the President and CEO's salary and benefits have been determined in the past, assess the reasonableness of the total compensation for that position, and to make recommendations for any changes in the compensation process going forward. This committee will have independent legal counsel, and it will report its findings and any recommendations it deems appropriate directly to the Board.

The members of the Special Committee are: Linda Greenhouse, Joseph Goldstein, Lecturer in Law, Yale Law School; Biddy Martin, President, Amherst College; Diane P. Wood, Judge, U.S. Court of Appeals for the Seventh Circuit; and Pauline Yu, President, American Council of Learned Societies.

I am most grateful for the overwhelming support of the Academy's members and staff. We are a strong and unique institution. We have come a long way, especially over the past 20 years. Our strength was abundantly clear with the recent overwhelming and favorable reaction to the report of our Commission on the Humanities and Social Sciences, demonstrating just how important and relevant the Academy is as an academic and cultural force in America.

The Academy's work continues and its dedication is unwavering. We welcome your questions and your active participation.

Sincerely,

Louis W. Cabot  
Chair of the Board

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